City of Tacoma **City Council Action Memorandum**

TO: **Elizabeth Pauli, City Manager**
FROM: **Dylan Carlson, Labor Relations Division Manager**
Karen Short, Senior Human Resources Consultant
Kari Louie, Assistant Human Resources Director
Shelby Fritz, Human Resources Director
COPY: **City Council and City Clerk**
SUBJECT: **Pay & Compensation Ordinance – December 10, 2024**
DATE: **November 21, 2024**

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation plan, to implement rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26, and the Professional Public Safety Management Association.

BACKGROUND:

The ordinance will provide for the implementation of the provisions in the Collective Bargaining Agreement as negotiated with the Tacoma Police Management Association, Local 26.

The ordinance includes a wage increase of 7 percent, effective January 1, 2025, to maintain the indexing/parity differential as provided in the collective bargaining agreement; and also increases the employer contribution to a deferred compensation account from $238 to $250 per pay period.

The ordinance also includes a wage increase for Police classifications to maintain indexing/parity, as contained within the collective bargaining agreement with the Professional Public Safety Management Association, effective January 1, 2025.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).
This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.